



**TOWN OF ARLINGTON
DEPARTMENT OF HUMAN RESOURCES**

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**CARYN COVE MALLOY
DIRECTOR OF HUMAN RESOURCES**

PAY AND CLASSIFICATION PLAN

Fiscal Year 2023



SEIU
Administrative, Technical and Professional
Classification Plan

Grade	Position	Grade	Position
SEIU-14	DP Systems Manager	SEIU - 7	Local Building Inspector Senior Programmer
SEIU-13	No Positions Assigned		Supervisor of Motor Equip Repair Forestry Supervisor
SEIU-12	Operations Manager		Cemetery Supervisor Program Supervisor - Recreation
SEIU-11	Assistant Town Engineer Executive Director - COA Manger of Enterprise Applications - IT Supt of Building Maintenance Deputy Treasurer/Deputy Collector	SEIU-6	Network and Desktop Sup Technician Supervisor of Custodians - Nights Senior Crime Analyst - Comm Safety Director of Veteran's Services
SEIU-10	Senior Civil Engineer Grants Administrator	SEIU-5	Water and Sewer Account Manager
SEIU-9	Supervisor of Highway Supervisor of Water & Sewer Custodial Supervisor - Day Asst Comptroller Supervisor of Building Maintenance	SEIU-4	Administrative Assistant - Police
SEIU-8	Plumbing and Gas Inspector Master Mech/PS Radio Coordinator Wire Inspector/Supt of Wires Parks Supervisor	SEIU-3	Assistant Town Clerk
		SEIU-2	No Positions Assigned
		SEIU-1	No Positions Assigned

SEIU
FY2022

FY22	1	2	3	4	5	6	7	8	9
SEIU 1	37,100	38,491	39,935	41,431	42,985	44,598	46,270	48,007	49,694
SEIU 2	41,223	42,768	44,372	46,036	47,762	49,557	51,412	53,339	55,214
SEIU 3	46,786	48,541	50,364	52,250	54,210	56,244	58,352	60,541	62,670
SEIU 4	53,336	55,337	57,414	59,565	61,802	64,117	66,523	69,017	71,443
SEIU 5	56,006	58,105	60,283	62,547	64,888	67,322	69,849	72,469	75,017
SEIU 6	58,524	60,719	62,997	65,359	67,810	70,353	72,993	75,728	78,390
SEIU 7	61,158	63,453	65,830	68,300	70,862	73,518	76,274	79,135	81,916
SEIU 8	63,301	65,672	68,135	70,690	73,342	76,092	78,945	81,904	84,783
SEIU 9	65,514	67,969	70,518	73,163	75,908	78,755	81,707	84,769	87,749
SEIU 10	67,808	70,351	72,990	75,726	78,565	81,511	84,568	87,739	90,822
SEIU 11	71,875	74,571	77,366	80,269	83,278	86,399	89,643	93,005	96,273
SEIU 12	77,626	80,538	83,555	86,689	89,905	93,313	96,813	100,443	103,973
SEIU 13	83,061	86,175	89,405	92,758	96,235	99,846	103,589	107,477	111,255
SEIU 14	90,535	93,929	97,451	101,105	104,900	108,833	112,913	117,148	121,266

* Step 9 awarded after 15 years of service on the July 1 following 15 years of service.

NON UNION
ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL
CLASSIFICATION PLAN

Grade	Position	Grade	Position
MTP-14	Town Engineer	MTP-6	Exec Secretary/AA - TM Environ Planner/Cons Agent
MTP-13	Asst Director of IT Public Information Officer Director of Youth Services Director of Public Health		Supervisor Volunteer Sv Management Analyst- TM Workers Comp Claims Coordinator Paralegal Tree Warden
MTP-12	Asst Dir of Planning and Community Development Asst Director of Public Works Munis Analyst and Proj Mngr Purchasing Officer Econ Development Coord Director GIS/Proj Mngr	MTP-5	Health Comp Off/ Sealer of W&M Office Manager - BOS Homeless Outreach Coordinator
MTP-11	Psychologist Sustainability Manager Senior Transportation Planner	MTP-4	Benefits Adminstrator Senior Loan Officer Admin Asst - Facilities
MTP-10	Clinical Director - AYCC Public Health Nurse Mngr	MTP-3	Admin Asst - BOS Pre-School Director After School Prog Director
MTP-9	Asst Director - Hum Res Director DEI	MTP-2	Asst After School Prog Director Medical Records Clerk
MTP-8	Asst Clinical Director - AYCC Geriatric Nurse Clinician Public Health Compliance Officer Youth Coalition Director Public Health Nurse	MTP-1	After School Instructor Pre-School Instructor Waste Compliance Inspector
MTP-7	Health Compliance Officer/ Inspections Domestic Violence and Comm Res Specialist Social Worker - COA Mental Health Clinician - AYCC Recycling/Zero Waste Coordinator		

Administrative, Technical and Professional Salary Plan**FY 2023****NON-UNION**

FY23	1	2	3	4	5	6	7	8
MTP 1	37845	39263	40737	42265	43850	45494	47200	48968
MTP 2	42051	43628	45264	46960	48722	50549	52445	54409
MTP3	47728	49519	51376	53302	55301	57374	59523	61758
MTP 4	54408	56451	58567	60763	63041	65403	67859	70402
MTP 5	57128	59272	61496	63800	66194	68677	71250	73924
MTP 6	59702	61938	64263	66672	69174	71766	74457	77250
MTP 7	62389	64727	67154	69671	72284	74995	77808	80725
MTP 8	64572	66992	69505	72112	74814	77622	80530	83552
MTP 9	66831	69336	71938	74635	77434	80337	83350	86477
MTP 10	69173	71764	74455	77248	80143	83149	86267	89503
MTP 11	73320	76069	78922	81880	84953	88138	91443	94872
MTP 12	79186	82153	85235	88434	91747	95189	98759	102461
MTP 13	84729	87906	91201	94621	98171	101851	105674	109634
MTP 14	92356	95819	99412	103138	107007	111021	115180	119501

AFSCME
ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL
CLASSIFICATION PLAN

Grade	Position
ATP-14 - ATP-8	No Position Assigned
ATP-7	Lead HVAC Technician
ATP-6	Junion Civil Engineer CDBG/Grants Administrator Cash Manager Head of Circulation
ATP-5	Assessor's Office Manager Electrician Plumber Parking and Collections Manager
ATP-4	Admin Asst/Billing Agent - AYCC Office Manager -COA Office Manager - Plan and Comm Devel. Animal Control Officer Office Manager - Fire Office Manager - Libraries Office Manager - HHS
ATP-3	Asst Facilities Coord - Recreation
ATP-2	Water Account Clerk
ATP-1	No Positions Assigned

Administrative, Technical and Professional Salary Plan**FY 2023****AFSCME**

FY23	1	2	3	4	5	6	7	8	9
ATP 1	38,300	39,718	41,192	42,720	44,305	45,949	47,656	50,483	51,493
ATP 2	42,506	44,082	45,720	47,415	49,177	51,003	52,900	55,925	57,044
ATP 3	48,184	49,974	51,830	53,757	55,755	57,829	59,977	63,273	64,538
ATP 4	54,863	56,906	59,022	61,217	63,496	65,858	68,314	71,917	73,355
ATP 5	57,583	59,727	61,951	64,255	66,649	69,132	71,705	75,438	76,947
ATP 6	60,157	62,392	64,718	67,127	69,628	72,221	74,912	78,764	80,339
ATP 7	62,844	65,182	67,609	70,125	72,738	75,451	78,263	82,240	83,885
ATP 8	65,027	67,448	69,960	72,567	75,269	78,077	80,985	85,066	86,767
ATP 9	67,285	69,792	72,393	75,089	77,889	80,792	83,805	87,990	89,750
ATP 10	69,627	72,219	74,910	77,703	80,597	83,604	86,723	91,018	92,838
ATP 11	73,775	76,524	79,376	82,334	85,408	88,593	91,898	96,387	98,315
ATP 12	79,641	82,608	85,690	88,889	92,202	95,643	99,214	103,976	106,056
ATP 13	85,184	88,362	91,655	95,076	98,626	102,306	106,129	111,151	113,374
ATP 14	92,811	96,274	99,866	103,592	107,461	111,477	115,635	121,016	123,436

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service.

**NON-UNION
OFFICE ADMINISTRATION
CLASSIFICATION PLAN**

Grade	Position
OFNU-7	No Positions Assigned
OFNU-6	Asst Claims Coordinator - Legal
OFNU-5	Information and Referral Specialist - COA Asst Benefits Coordinator - HR Grants Accountant Diversity, Equity and Inclusion (DEI) Assistant
OFNU-4	Principal Clerk - DPW Principal Clerk/Bookkeeper - DPW Record Keeper - Inspections
OFNU-3	Principal Clerk - Select Board Receptionist/Program Assistant - HHS
OFNU-2	SR Clerk Typist - Library Sr Clerk Typist - COA
OFNU-1	No Positions Assigned

OFNU
Salary Plan
NON-UNION
FY 2023

FY23	1	2	3	4	5	6	7	8
OFNU 1	33,047	34,284	35,570	36,902	38,287	39,721	41,212	42,757
OFNU 2	34,697	35,998	37,347	38,748	40,202	41,711	43,273	44,896
OFNU 3	39,555	41,038	42,577	44,174	45,830	47,548	49,332	51,181
OFNU 4	41,333	42,884	44,491	46,163	47,892	49,687	51,552	53,487
OFNU 5	43,195	44,814	46,495	48,240	50,047	51,924	53,870	55,892
OFNU 6	46,434	48,178	49,983	51,855	53,801	55,818	57,912	60,084
OFNU 7	49,221	51,067	52,980	54,970	57,028	59,169	61,385	63,686

AFSCME
OFFICE ADMINISTRATION
CLASSIFICATION PLAN

Grade	Position
OA-7	Data Collector IT Admin Asst
OA-6	Acct/Operations Asst - DPW Asst Collector - RE Senior Accountant
OA-5	Admin. Asst - DPW Head Cashier Prin Sr Account Clerk/Bk - Treasurer Prin Account Clerk/Bk - Comptroller Prin Clerk & Typist - Community Safety Asst Collector - Water Asst Collector - Excise Records Attendant - Police Treasurer's Assistant Special Projects Clerk - Police Admin Asst - Payroll (Recreation) Admin Asst - Account Payable (Recreation)
OA-4	Principal Clerk - DPW Principal Account Clerk/Bk - DPW Senior Library Assistant Asst Registrar of Voters Detention Attendant Zoning Assistant
OA-3	Princ Clerk - Town Clerk Princ Account Clerk/Cashier - Treasurer Output Media Handler Princ Clerk - Cemetery Clerk and Secrty - ZBA
OA-2	Sr. Clerk Typist - Assessors Library Assistant Senior Clerk & Typist - Police
OA-1	Telephone Operator

OFFA Salary Plan**AFSCME****FY 2023**

FY2023	1	2	3	4	5	6	7	8	9
1	33,502	34,739	36,024	37,358	38,743	40,177	41,667	44,272	45,157
2	35,152	36,454	37,802	39,203	40,656	42,166	43,729	46,412	47,340
3	40,010	41,494	43,032	44,629	46,285	48,003	49,787	52,696	53,750
4	41,788	43,339	44,946	46,618	48,347	50,142	52,007	55,002	56,102
5	43,650	45,269	46,951	48,695	50,502	52,379	54,324	57,407	58,555
6	46,889	48,633	50,438	52,310	54,257	56,273	58,367	61,598	62,830
7	49,676	51,522	53,436	55,425	57,483	59,624	61,840	65,202	66,506

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service.

AFSCME - MC
CLASSIFICATION PLAN

GRADE	POSITION TITLES
MC8	Building Craftsman - Facilities Working Foreman/Motor Equipment Repair HVAC Technician II Working Foreman/Tree Climber Working Foreman/Highway Working Foreman/Water & Sewer
MC7	Motor Equipment Repairman - DPW Motor Equipment Repairman - Community Safety Working Foreman - Carpenter Working Foreman - Cemetery Working Foreman - Laborer Working Foreman - Paint Shop Working Foreman - Mason Water Systems Maintenance Craftsman
MC6	Senior Building Custodian - AHS Senior Building Custodian - Grounds Public Safety Dispatcher Motor Equipment Operator - Grade III - Water Motor Equipment Operator - Grade III - Catch Basin Motor Equipment Operator - Grade III - Crane Tree Climber
MC5	Special Motor Equipment Operator III Heavy Motor Equipment Operator II - Patch Crew Carpenter Mason Dispatcher - DPW
MC4	Senior Building Custodian - Town Construction Handyman Senior Building Custodian - School Heavy Motor Equipment Operator II Park Maintenance Craftsman Facility Attendant Night Dispatcher - DPW
MC3	Motor Equipment Operator I
MC2	Building Custodian - School
MC1	勞工 - Natural Resources Grounds Maintenance Worker 勞工 - Highway, Water, Sewer Parking Control Officer Van Driver*

*Non Union Postion

680 MC Positions Salary Plan

FY2023

FY23	1	2	3	4	5	6	7
MC 1	\$19.28	\$20.04	\$20.85	\$21.67	\$22.53	\$24.01	\$24.49
MC 2	\$20.74	\$21.54	\$22.38	\$23.27	\$24.20	\$25.72	\$26.23
MC 3	\$21.22	\$22.07	\$22.98	\$23.86	\$24.78	\$26.36	\$26.89
MC 4	\$21.87	\$22.72	\$23.64	\$24.56	\$25.52	\$27.13	\$27.67
MC 5	\$22.65	\$23.59	\$24.50	\$25.47	\$26.45	\$28.10	\$28.66
MC 6	\$23.91	\$24.87	\$25.83	\$26.86	\$27.92	\$29.64	\$30.23
MC 7	\$24.97	\$25.95	\$26.98	\$28.06	\$29.18	\$30.90	\$31.52
MC 8	\$25.72	\$26.74	\$27.78	\$28.91	\$30.03	\$31.81	\$32.45

ded after 10 years of service on the July 1 following 10 years of service.

PROFESSIONAL LIBRARIANS CLASSIFICATION PLAN

Grade	Position
L4	Assistant Library Director IT Manager - Library
L3	Head of Adult Services Head of Children's Services Branch Librarian
L2	Head of Technical Services Head of Teen Services Technology Librarian
L1	Adult Services Librarian Librarian Children's Librarian

SALARY PLAN
Fiscal Year 2023
Professional Librarians

FY23	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	55,742	57,833	60,001	62,251	64,585	67,007	69,520
2	62,826	65,181	67,625	70,161	72,791	75,522	78,354
3	68,988	71,575	74,259	77,044	79,934	82,931	86,040
4	77,957	80,879	83,912	87,059	90,325	93,711	97,226

Amended June 2022

*some salaries may differ from munis by \$1

PATROL OFFICERS ASSOCIATION - FY21
RANKING OFFICERS- FY21
FIREFIGHTERS - FY23
CLASSIFICATION AND PAY PLAN

Patrol Officers Association- FY21

1 (Hire)	57,415
2 (1y)	60,267
3 (2y)	63,147
4 (7y)	63,778
5 (10y)	64,416

Ranking Officers Association FY21

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Sergeant	74,503	75,248	75,992	76,739	77,483	78,229
Lieutenant	87,168	88,041	88,911	89,784	90,655	91,527
Captain	101,115	102,126	103,137	104,148	105,160	106,170

Firefighters - FY23

FY23

1 (Hire)	57,196
2 (1y)	59,124
3 (2y)	64,265
4 (5y)	65,550
5 (10y)	67,189
6 (15y)	68,869
FF Max (25y)	70,591

Lieutenants

Base	77,110
2 (5y)	78,652
3 (10y)	79,674
4 (15y)	80,869
LT Max (25y)	81,920

Captains

Base	88,678
2 (5y)	90,452
3 (10y)	91,628
4 (15y)	93,002
Capt Max (25y)	94,211

Deputy Chiefs

Base	101,979
2 (5y)	104,019
3 (10y)	105,371
4 (15y)	106,952
Deputy Chief Max (25y)	108,342

MANAGEMENT CLASSIFICATION AND PAY PLAN
FY2023

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Range	Mid-point	Maximum
1	91,054	94,471	98,012	101,688	105,503		109,458	131,578
2	100,889	104,673	108,595	112,670	116,896		121,279	145,789
3	110,977	115,140	119,455	123,945	128,586		133,407	160,366
Management 3	Chief of Fire (Fire and Rescue) Chief of Police Chief Information Officer Deputy Town Manager - Finance Deputy Town Manager - Operations Director of Planning and Community Development Director of Public Works Facilities Director Town Counsel							
Management 2	Benefits Attorney/Worker's Comp Agent Comptroller Director of Health and Human Services Director of Inspectional Services Library Director Treasurer and Collector of Taxes							
Management 1	Board Administrator Director of Assessments Director of Human Resources Director of Recreation							

Note: Progression through steps and the range based on performance